NEWW Career Fair 2025

NETWORK. EDUCATION. WATER. WASTE

Event Report

Theme: Waste and Water Education for Impact: Discovering Career Prospects

Date: Tuesday 23rd September, 2025
Venue: International House, University of Ghana
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Introduction

The Network for Labour-Market Oriented Education in Waste and Water Management (NEWW) project is a collaborative initiative between the Institute for Environment and Sanitation Studies (IESS), University of Ghana, the Department of Business Information Systems at the University of Oldenburg in Northern Germany, and the University of Technology and Arts of Byumba (UTAB) in Rwanda, together with key industry and business partners.

The overarching goal of the project is to strengthen employability and labour-market stability in the waste and water management sectors within the partner countries. By aligning academic teaching and research with industry needs, NEWW ensures that graduates gain the practical knowledge and skills demanded by the labour market

Overview of the NEWW Career Fair

The 2025 NEWW Career Fair, hosted at the University of Ghana's Institute for Environment and Sanitation Studies (IESS), formed part of the Network for Labour-Market Oriented Education in Waste and Water Management (NEWW) Project. The event brought together academics, industry professionals, development partners, and students from Ghana, Rwanda, and Germany to explore career pathways in the waste and water management sectors.

As a continuation of previous career fairs organized under the NEWW framework, this year's event provided a unique platform for dialogue between academia and industry, bridging gaps in skills, knowledge, and labour market demands. The fair highlighted innovations in waste valorisation, renewable energy, circular economy approaches, and integrated resource management. It also showcased the diverse opportunities available to young professionals seeking to contribute to sustainable development in Sub-Saharan Africa.

In addition to career presentations and expert insights, the fair offered a preview of the upcoming NEWW Summer School, to be hosted in Ghana, which will build on module development initiated in Rwanda in 2024.

Career Fair Sessions

The Career Fair on the 24th of September, 2025 was attended by partners from University of Oldenburg, University of Ghana and University of Technology and Arts of Byumba.The event was moderated by Dr. Benjamin Ofori and Dr. Adelina Mensah. The event started at about 8am with registration alongside distribution of souvenir packages. It was followed by an introduction of all stakeholders and participants. The moderator Dr. Benjamin Ofori then proceeded to outline the order of activities for the event. The opening ceremony of the career fair was marked with a warm welcome address by the Director of the Institute for Environment and Sanitation Studies (IESS), Prof. Daniel Nukpezah.

Figure 1: Dr. Benjamin Ofori moderating the career fair.

Welcome Address by Prof. Daniel Nukpezah

Prof. Daniel Nukpezah, Director of the Institute for Environment and Sanitation Studies (IESS), opened the event with a warm welcome to all participants. He underscored the critical importance of waste and water

management for Ghana's development, noting local challenges such as urban waste accumulation and seasonal water-related issues. Prof. Nukpezah highlighted Ghana's unique cultural richness as a backdrop to the conference, encouraging guests and participants to engage with Ghanaian traditions and local cuisine during their stay. He emphasized that experiencing Ghana's cultural context, from food to community life would enrich the participants' understanding of the country's environmental challenges. In addition, Prof. Nukpezah discussed prevailing waste scenarios in Ghana, outlining recent improvements and ongoing gaps in infrastructure and policy.

Remarks by the Provost (Prof. Mark S. Yidana)

Prof. Mark S. Yidana, the Provost of the College of Basic and Applied Sciences (CBAS) at the University of Ghana, delivered introductory remarks underscoring the university's mission and global engagement. He reaffirmed UG's commitment to its core mission of research, teaching, and community service, emphasizing how the NEWW project exemplifies these goals in action. Prof. Yidana noted that the event brought together international partners from Ghana, Rwanda, and Germany, reflecting the university's strategy of fostering global collaboration in education and sustainability. He highlighted the importance of bridging academia and industry to address real-world challenges in waste and water management.

Figure 2: Prof. Mark S. Yidana- Provost of the College of Basic and applied Sciences giving his remarks.

Overview of the NEWW Project by Mr Dennis Schulte

Dennis Schulte provided a detailed overview of the NEWW project and its objectives. He emphasized that the project was conceived as a response to the growing demand for labour-market oriented education in the fields of waste and water management. By fostering closer collaboration between academia and industry, NEWW equips students with the skills and knowledge required to tackle complex environmental challenges.

Prof. Schulte explained that the project's activities revolve around lecture series, career fairs, and summer schools, which together form an interconnected framework to build capacity and align education with market demands. The lecture series introduce students to global perspectives on circular economy, waste, and water management; the career fairs bridge academia and labour markets by exposing students to practical career opportunities; while the summer schools foster collaborative curriculum development among participants from Ghana, Rwanda, and Germany.

He noted that the 2025 Ghana Career Fair was not an isolated activity but part of a progressive sequence of engagements. It prepared students for the subsequent Summer School at the University of Ghana, which would continue the work initiated in Rwanda in 2024. The ultimate aim, as he emphasized, is to produce a comprehensive course on waste and water management by 2026, to be integrated into the academic programs of partner institutions.

The presentation also highlighted the wider vision of the project, which seeks to ensure that academic programs remain relevant to industry needs, enhance the employability of graduates, foster innovation through collaboration between researchers, businesses, and policymakers, and provide sustainable solutions to pressing waste and water management challenges in Ghana, Rwanda, and beyond. This framing positioned the Career Fair not merely as a stand-alone event but as a strategic milestone in the long-term trajectory of the NEWW project.

Figure 3: Mr. Dennis Schulte giving the overview of the NEWW Project.

Remarks by Dr. Pancras Ndokoye (UTAB, Rwanda)

Dr. Pancras Ndokoye, representing the University of Technology and Arts of Byumba (UTAB) in Rwanda, delivered remarks that underscored the spirit of international cooperation at the heart of the NEWW project. In his welcome message, he highlighted the importance of building strong academic and industry partnerships that cut across borders, reminding participants that waste and water management challenges are shared realities in Ghana, Rwanda, and beyond. He emphasized the necessity of inclusive development, stressing that gender balance and youth participation are indispensable if sustainable solutions are to be achieved. Welcoming the students, industry professionals, and academic partners gathered in Accra, he expressed confidence that the event would foster enduring networks, inspire innovative approaches, and prepare the next generation of experts to meet Africa's pressing environmental challenges.

Figure 4: Dr. Pancras Ndokoye giving his remarks.

Career Fair Presentations

The first set of presentations demonstrated practical career pathways within the Ghanaian waste management sector. Emmanuel Chainortey introduced the Jekora model, showing how integrated waste collection and recycling systems contribute to both environmental protection and job creation. Gideon Sagoe highlighted opportunities in landfill material recovery, emphasizing structured approaches that can transform waste into valuable resources. Rafia Abdul-Samii presented the potential of circular economy strategies through waste-to-energy projects, while Rosabel Quaye showcased the Coconut Waste Hub, which turns coconut residues into useful products. Collectively, these presentations illustrated the diversity of innovations shaping waste management in Ghana and their potential to generate livelihoods while addressing urban sustainability challenges.

Career Opportunities in Waste Management

The Jekora Model – Emmanuel Chainortey (Jekora Ventures Ltd)

Mr. Emmanuel Chainortey of Jekora Ventures Ltd. presented on "Career Opportunities in Waste Management" through the lens of the Jekora model. He began by outlining Ghana's waste management context: approximately 12,710 tonnes of solid waste per day are generated nationwide, with about 70% in urban areas. He noted that organic food waste dominates the waste stream and that source segregation is rarely practiced. Mr. Chainortey described Ghana's waste collection infrastructure, which involves both formal (government or municipality) and informal (private waste pickers) systems, highlighting frequent challenges such as open dumping and leachate contamination of water sources.

Mr. Chainortey then introduced Jekora Ventures as a pioneering private-sector waste management company founded in 2003. The company's integrated, self-sustaining model focuses on source segregation of waste at the collection stage. Jekora provides color-coded, labeled bins to its clients (over 1,000 institutions and households), enabling separation of plastics, paper, glass, organic matter, and other recyclables. Collected materials are directed toward local recycling facilities or composting units, closing the loop in a circular manner. The company operates several processing facilities, including an aerobic composting site in James Town and Fortifer (waste briquetting) plants in Borteyman and Akorley. These facilities convert organic and mixed waste into products like compost, briquettes, and recycled aggregates, thereby reducing landfill use.

Mr. Chainortey underscored the impacts of effective waste management achieved by Jekora's projects: reduced greenhouse gas emissions, cleaner communities (over 580 tonnes of coconut waste processed in a related project), and the creation of hundreds of green jobs. He emphasized that professional expertise is crucial for replicating such successes. For example, he explained how engineers, environmental scientists, and policymakers play key roles in designing systems for segregation, treatment, and safe disposal. He also touched on future prospects, noting that Ghana's waste sector is moving toward digital innovations (smart bins with IoT sensors, AI-driven sorting) and stronger regulatory frameworks like *Extended Producer Responsibility*.

Key Discussion Points: During the Q&A, participants inquired about regulatory and technical details. One question addressed the "polluter pays" principle: Mr. Chainortey explained that Ghana's Public Procurement Act and environmental regulations require waste-generating entities to bear management costs, and that projects are classified by local assemblies which enforce rates. When asked about odor control, he noted that

Jekora maintains *Environmental Impact Assessment (EIA)* buffers around its facilities. He also emphasized that incentives (such as lower fees or technical support) are provided to different clientele (schools, markets, industries) to encourage participation in formal waste management. Overall, Mr. Chainortey's presentation highlighted the career potential in modern waste services and the value of private–public cooperation.

Figure 5: Mr. Emmanuel Chainortey presenting on the Jekora Model of Waste management.

Beyond Waste-Picking: Landfill Material Recovery – Gideon Sagoe (Waste Landfills Co. Ltd)

Mr. Gideon Sagoe discussed career pathways related to landfill recovery and rehabilitation. He highlighted that Ghana currently has over 200 landfill sites, many of which were originally open dumps. He explained that informal waste picking dominates at these sites due to low collection rates (overall waste recovery is only around 1.9%). Mr. Sagoe argued that organized landfill reclamation offers an alternative career route beyond traditional waste picking. For example, technologies for landfill decommissioning can capture landfill gas for energy, stabilizing the methane emissions that currently contribute to environmental pollution.

He described challenges at Ghana's final disposal sites: inadequate safety measures expose workers to health risks and there is often no space planning (some sites even overlap community areas, such as near a Muslim prayer site). Mr. Sagoe detailed how waste composition has shifted – he noted a decrease in organic waste fraction in certain sites – and how materials like PET plastics, despite being easily recyclable, often go unrecovered. He discussed criteria for selecting new landfill sites, emphasizing geological stability, distance from residential areas, and ease of access for collection vehicles.

Key Discussion Points: In the ensuing discussion, one attendee asked about factors that could improve recycling rates. Mr. Sagoe pointed out that without proper incentives and formalized systems, materials continue to bypass official channels; he suggested policy measures for rewarding community-level recycling initiatives. Another question probed the criteria for landfill site selection (e.g., why only two major sites in Accra); he confirmed that logistical considerations (capacity, land availability) were paramount. In summary, his talk conveyed that careers in landfill recovery and management – including engineering, environmental monitoring, and community liaison roles – are vital for sustainable waste infrastructure.

Figure 6: Mr. Gideon Sagoe presenting on Landfill Material Recovery.

Circular Economy: Waste to Renewable Energy – Rafia Abdul-Samii (IESS)

Rafia Abdul-Samii presented research on converting Ghana's municipal solid waste (MSW) into *Refuse-Derived Fuel (RDF)*. She began by outlining the context and problem: Ghana generates over 12,000 tonnes of MSW daily, much of which ends up in overflowing landfills. Critical industries like cement and lime manufacturing rely heavily on imported coal and petroleum coke. She posed the central research question: *Can Ghana's residual waste be scientifically processed into a high-energy fuel suitable for industrial use?* Her study focused on optimizing the combustible fraction of MSW to produce an alternative fuel for heavy industry, thereby promoting a circular economy.

The methods involved systematic waste sampling and characterization. Using standard protocols (ASTM D5231-92), the team sorted MSW into categories (paper, plastic, textile, wood, organic, metal, glass, inert) and concentrated on the combustible fractions. Samples from a local processing plant were oven-dried to constant weight at 105 °C to remove moisture and then analyzed using bomb calorimetry, which measures gross calorific value (energy content in MJ/kg). The combustible components (paper, plastic, wood, textile) were also blended into experimental RDF mixes, which were pelletized to increase density for testing.

The results showed promising energy yields. Individually, plastic waste delivered about 32 MJ/kg, wood about 16 MJ/kg, paper about 13 MJ/kg, and textiles about 17 MJ/kg. When combined into composite RDF samples, the fuel achieved energy contents comparable to coal. In one optimized blend, the calorific value exceeded 30 MJ/kg, while average experimental runs clustered around 26–28 MJ/kg, well above the minimum industrial threshold (~24 MJ/kg). Rafia noted that these fuel pellets could be co-fired in cement kilns and boilers without major modifications.

She also presented environmental benefits: combustion of RDF is associated with roughly 40% lower CO_2 emissions than coal (citing literature), along with about 25% reductions in SO_x and NO_x. This suggests RDF can substantially cut greenhouse gas outputs and improve local air quality. On sustainability the research showed that RDF production costs (80–105 €/ton in European cases) are competitive with conventional fuels, which implies lower import bills and economic gains for local industries. She aligned the findings with global goals (SDG 7, 12, 13) and recommended stakeholder engagement: piloting RDF projects, enacting supportive policies, and fostering public–private partnerships for scaling.

Key Discussion Points: During the discussion, participants asked technical questions about the waste fractions used. She confirmed that her process deliberately selected only combustible wastes –ie. paper, plastics, wood, and textiles while materials like soil, construction debris, glass, metal, and batteries (non-combustibles) were excluded. When asked about the sampling moisture, she explained all tests used fully dried (air-dry) samples. A professor inquired about the fate of non-combustible residues after testing. She replied that the ash and inert by-products were chemically characterized (e.g. for potash and other elements), but since moisture was removed early, the experiments focused on energy output. Overall, her presentation demonstrated that Ghanaian waste can be transformed into a viable renewable fuel, with attendant environmental and economic advantages.

Figure 7: Rafia Abdul-Samii presenting on Circular Economy- Waste to Renewable Energy.

CERATH Coconut Waste Project – Rosabel Quaye (Coco-Waste Hub)

Ms. Rosabel Quaye described the Coconut Waste Project (COWAP), a four-year initiative led by CERATH Development Organisation in partnership with local institutions. She explained that the project targets the La

Nkwantanang-Madina Municipality in Accra, an area beset by large volumes of coconut husk waste. The goal is to leverage this “untapped resource” to foster a green circular economy and create jobs.

Key objectives of the project include: - establishing an aggregation system for collecting coconut husks from vendors and markets, - building a processing facility (the Coco-Waste Processing Hub) to convert husks into products (such as cocopeat, coconut paper, coir fiber, and activated carbon), - linking these products to market actors (e.g. agribusiness companies), and - implementing monitoring and evaluation to guide project scaling.

Ms. Quaye reported that hundreds of local youth and women have been employed in waste collection and factory operations. The facility processes an average of 25 tons of coconut husk per day. Achievements so far include: - removing 580+ metric tons of coconut waste from the environment, - creating 111 jobs (76 direct factory roles and 35 indirect service roles), - arranging offtake agreements with buyers (notably a contract with AGROPAL West Africa for cocopeat products), and - integrating social support by enrolling workers in national health insurance. Testimonials from factory workers and vendors highlighted improved living standards and cleaner communities due to the project.

Ms. Quaye emphasized the broader impact of the initiative: economically, the project provides livelihoods and reduces waste disposal costs for coconut vendors; technically, it has trained youth in waste processing skills; socially, it has strengthened community resilience through employment; and at the policy level, it has generated data (e.g. mapping of waste sites) shared with the municipal assembly to inform better waste management regulations.

Key Discussion Points: Attendees appreciated the detailed outcomes and suggested paths forward. One suggestion was to expand the model to other regions or similar waste streams (given the success with coconut husks). Ms. Quaye noted that partnerships with academic institutions are underway to offer student internships and further research. She encouraged exploration of academic and industry collaborations to extend such circular economy initiatives. Overall, the presentation showcased a successful waste-to-wealth model, illustrating how even a specific organic waste (coconut husks) can be valorized on a community scale.

Figure 8: Ms. Rosabel Quaye presenting on CERATH Coconut Waste Project.

Expert Perspectives

The expert session added international and regional insights to the discussions. Benita Degen from OFFIS in Germany emphasized circular economy and sustainability, stressing systemic approaches that connect policy, business, and academia. Julia Köhler from the University of Oldenburg discussed the importance of linking research with industry practice, offering examples of applied collaborations in Germany. From Rwanda, Elias Ninsima and Methode Rutagungira of WASAC shared perspectives on integrating water and waste systems, highlighting both opportunities and constraints in rapidly urbanizing contexts. Together, these contributions underscored the importance of global knowledge exchange and locally adapted strategies in strengthening the waste and water management sectors.

Figure 9: Dr. Adelina Mensah Co-Moderating the Career Fair.

Circular Economy & Sustainability at OFFIS – Benita Degen (OFFIS, Germany)

Benita Degen discussed initiatives in Europe that align digital technology with circular economy principles. She began by introducing her role at OFFIS (a German research institute) and two major projects: CIRC-UITS (an EU Horizon Europe project on circular reuse of electronics) and Mittelstand-Digital (supporting SMEs in digitalization for sustainability). Her presentation highlighted how advanced manufacturing and informatics can enable sustainable practices.

A central theme was the **"7R" framework** for circular economy, which she outlined as follows:

- **Redesign** (design products for longevity and recyclability),
- **Reuse** (use components or products again without processing),
- **Repair** (fix broken items to extend their life),
- **Refurbish** (upgrade used products to like-new condition),
- **Remanufacture** (rebuild products using recovered parts),
- **Recycle** (process materials into raw material for new production), and
- **Recover** (extract energy or materials from waste at end-of-life).

Ms. Degen explained that the CIRC-UITS project specifically targets the semiconductor and electronics industry. It employs methods like **fault detection via AI** to assess repairability of electronic control units and other devices, following standards (e.g., the DIN 45554 repair assessment methodology). The project also involves life cycle assessment (LCA) and critical raw materials analysis to guide eco-design decisions. In practice, she showed examples of AI algorithms analyzing component images for damage, which can predict repair costs and environmental trade-offs.

She further emphasized the role of digital tools in waste management: for instance, IoT sensors can monitor waste bin fill-levels in real time, optimizing collection routes. A modern digital waste-tracking system, as she noted, can reduce operating costs by enabling faster pickups and better allocation of vehicles. Ms. Degen drew parallels to Ghana's context, suggesting that similar sensor-based systems could improve Ghanaian waste services.

Key Discussion Points: Questions from the audience explored practical aspects of her work. When asked how digital systems reduce costs, she clarified that data-driven scheduling (triggering pickups only when bins are 60–80% full) cuts fuel and labor expenses. She also described the DIN 45554 "Repair Assessment" method: a systematic scoring for product components to evaluate how easy they are to repair (used as Method 1 in her research). Another participant asked about sensor limitations, to which Ms. Degen replied that smart sensors can be calibrated (with thresholds set for different container sizes) and can operate with low power for extended periods. In summary, her talk demonstrated how manufacturing innovations in Germany could inform more sustainable waste practices globally, including education on circular economy strategies.

Figure 10: Circular Economy & Sustainability presentation by Benita Degen.

Expert Perspective from Germany – Julia Köhler (University of Oldenburg)

Julia Köhler's presentation at the NEWW Career Fair offered a compelling vision for the integration of digital and data-driven systems into water and waste management, anchored by her institution's work in Future Lab Water. She opened by situating the lab's mission: to develop innovative solutions for sovereign and sustainable handling of energy-relevant and environmental data from raw data collection through intelligent analysis and decision-making.

She emphasized key focus areas such as designing modern data platforms and interoperable data spaces, applying artificial intelligence (AI) and large language models to analyze heterogeneous datasets. Julia also underscored the importance of tools and concepts that enhance research data management, including data quality assurance through automated processes for integration, validation, and standardization.

Julia then connected this digital ambition to tangible climate challenges. She pointed out how extreme rainfall events in Oldenburg and Bremen evidenced by flooding in early 2024 pose serious threats to urban infrastructure, including streets, basements, and subways. In parallel, heatwaves and droughts are contributing

to low river levels and the emergence of heat islands. These phenomena, she argued, require urgent, digitally-enabled responses, not only through engineering but via better data infrastructure and predictive tools.

Describing the Future Lab Water at ZDIN (Center for Digital Innovation Lower Saxony), Julia explained that the lab launched in 2022 with a budget of approximately €3.7 million, funded by the State of Lower Saxony. The Lab is coordinated through the University of Oldenburg and brings together an interdisciplinary consortium ranging from environmental science and hydrology to computer science and sensor technology. Its work spans five years (2022–2027) and focuses on designing intelligent systems and digital methods that enhance water management in terms of resource quality, supply security, and resilience to extremes.

Julia illustrated how machine learning and big data analytics can detect emerging patterns (e.g. in rainfall intensity, flow anomalies) by linking sensor networks across administrative boundaries. She showed how digital twins and virtual models of water systems that can simulate flood scenarios or drought stress to inform proactive decision-making. Moreover, she emphasized visualization and user-centric dashboards that transform raw data into actionable insights for policymakers and citizens.

A core emphasis in her narrative was interoperability and standardization; how datasets from different sources (river gauges, satellite imagery, weather stations, groundwater sensors) can unify under common frameworks to allow seamless analysis. She reinforced that data quality, automatic validation, and standardized workflows are foundational; without them, even sophisticated models and AI will fail to deliver reliability.

Lastly, Julia addressed the relevance of this approach to the NEWW context in Ghana and Rwanda. She argued that while data infrastructure in African settings may currently lag, the philosophy and methodology are transferable. Universities in Ghana and Rwanda could adopt modular data platforms, build interoperable sensor networks, and gradually layer AI-driven analytics. She suggested that NEWW's curriculum co-design offers an opportunity to embed data literacy, sensor modules, and open-data ethics into future teaching modules.

Expert Perspectives from Rwanda – Elias Ninsima and Methode Rutagungira (WASAC)

Dr. Methode Rutagungira, Director of Sanitation Services at Rwanda's Water and Sanitation Corporation (WASAC), presented on Rwanda's strategy for integrated water and waste management. He described WASAC's vision of delivering safe, reliable services under the motto "Dignifying Life." He shared performance data and targets: for example, planned increases in water production capacity and network length, along with goals to expand sewerage and solid waste facilities by 2029. His slides indicated that Rwanda aims to significantly raise the percentage of households with improved water access and increase connections each year. Dr. Rutagungira also explained WASAC's multi-tier approach: centralized water treatment plants, decentralized community systems, and on-site sanitation (pit latrines and septic tanks) managed by various entities. He noted that solid waste management is handled by local authorities with WASAC's technical support, and special wastes by relevant ministries.

Mr. Elias Ninsima (a WASAC engineer) complemented this by focusing on technological and community aspects. He described current projects in stormwater harvesting and decentralized sanitation in Kigali, and Rwanda's efforts to rehabilitate sewer systems. He highlighted that WASAC has implemented measures to reduce non-revenue water and improve billing efficiency.

Key Discussion Points: Participants asked about Rwanda's targets for waste infrastructure. Dr. Rutagungira pointed out the ambitious plan to construct several new waste treatment facilities by 2028 (as listed in their strategic plan). They discussed how Rwanda's integrated approach (treating water, wastewater, and solid waste together) contrasts with Ghana's more fragmented system. Mr. Ninsima emphasized Rwanda's commitment to safe sanitation and the importance of community engagement in wastewater projects. Overall, the Rwandan experts conveyed how a national utility sets long-term goals aligned with sustainable development and what lessons might be drawn for other countries.

Preview of Summer School

Mr. Dennis Schulte provided participants with a detailed preview of the upcoming NEWW Summer School, which follows directly after the Career Fair. He emphasized that the Summer School is one of the flagship activities of the NEWW project, designed to integrate academic knowledge with practical experience in waste and water management. According to him, the Summer School offers a unique opportunity for students and young professionals from Ghana, Rwanda, and Germany to engage in collaborative learning, problem-solving, and curriculum development.

Mr. Schulte explained that this year's Summer School would build upon the foundations laid in the previous edition held at the University of Technology and Arts of Byumba (UTAB) in Rwanda. In that program, participants began drafting course modules on waste and water management. The Ghana session aims to advance this work by refining and expanding these modules into a complete, practice-oriented curriculum that can be adopted in partner universities.

He highlighted the group-based learning approach, whereby participants will be divided into multinational teams, each comprising representatives from the three countries. These teams will be tasked with developing units under specific thematic modules. In addition, Mr. Schulte stressed the importance of experiential learning within the Summer School. Beyond classroom and workshop sessions, students will take part in a field visit to a waste management facility to bridge theory with practice. He concluded by encouraging all participants to take the Summer School as a platform not only for academic enrichment but also for building networks and friendships that will strengthen future collaborations across borders.

Conclusion

The Career Fair marked a significant milestone in the NEWW project, serving as both a platform for professional exchange and a gateway to the forthcoming Summer School. It brought together distinguished academics, industry experts, and students from Ghana, Rwanda, and Germany to reflect on the future of waste and water management in Africa and beyond.

Several key highlights stood out. The opening addresses underscored the importance of international collaboration and the integration of academic knowledge with industry practice. The career fair presentations showcased diverse pathways in the waste management sector from private-sector innovations such as Jekora's operational models to entrepreneurial initiatives like the Coco-Waste Hub, and academic insights into renewable energy and circular economy practices. The expert perspectives brought valuable global dimensions, with German, Ghanaian, and Rwandan professionals offering experiences that cut across digital innovation, sustainability, and water infrastructure.

Another highlight was the sense of engagement and dialogue fostered throughout the event. Students actively participated in Q&A sessions, asking critical questions about the feasibility of proposed solutions in low-income contexts and in diverse ecological and social settings. This interaction not only enriched the discourse but also reflected the Career Fair's core goal: to bridge the gap between theory and practice, and between academia and industry.

As the event closed, participants left with renewed inspiration and practical insights, ready to transition into the Summer School. The fair successfully set the stage for the collaborative curriculum development exercise to follow, reinforcing NEWW's overarching mission of strengthening employability, promoting sustainable practices, and nurturing the next generation of waste and water management professionals.

Photo Gallery


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